

Yvette R. Simpson

Counsel



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Practices/Industries

- Employment & Labor Litigation
- Emerging Growth Companies
- Public Law

Education

Miami University
(B.A., B.S. 2000)

University of Cincinnati
College of Law
(J.D. 2004)
Order of the Barristers,
Human Rights Quarterly,
Senior Editor

Xavier University
(M.B.A., 2014)

Overview

Yvette focuses her practice on Employment & Labor Law. She advises and assists clients in various matters, including employment litigation, workers' compensation, policy development, HR consulting, and compliance and training. She also assists our startup and small business clients with incorporation, corporate structure, and other corporate formation issues. Yvette serves as a member of Cincinnati City Council, focusing on several initiatives including small business development.

Experience

- Employment Litigation: Drafts briefs, motions, memoranda, answers, interrogatories, and position statements. Represents clients in mediation and arbitration, administration, and litigation of employment disputes.
- Client Counseling, Compliance and Training: Draft client advisories, employee handbooks and other workplace policies, employment contracts, and severance agreements. Prepare and present training and advise clients on various labor and employment law matters, including workers' compensation, Family Medical Leave Act (FMLA) compliance, discrimination, sexual harassment, unemployment compensation, reductions in force, mergers and acquisitions, documentation retention, and employee discipline.
- Conduct Human Resource audits for small and medium sized businesses.
- Served as onsite in-house counsel for a major media company.

Presentations

- "Measuring Your Business' Effectiveness. Five Steps to Conducting a Successful HR Audit," Ulmer & Berne LLP Employment Law Update Seminar (May 2013)
- "Blowing the Whistle: An Update on Legal Issues in Light of Sarbanes-Oxley and the Other Anti-Retaliation Statutes," Cincinnati Bar Association Law Symposium (October 2005)
- "State and Federal Recordkeeping Statutes," Lorman Education Services (June 2005)
- "Sarbanes-Oxley Tort Reform Act of 2005: Update," Lorman Education Services (October 2004)

Publications

- "Media Law Resource Center Employment Libel and Privacy Law 50-State Survey," Ohio Law Update (2005)

Involvement

Professional Affiliations

- American Inns of Court
- American Bar Association

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Involvement (Cont)

Professional Affiliations (Cont)

- Black Lawyers Association of Cincinnati
- Cincinnati Bar Association
- Ohio Bar Association
- National Bar Association
- American Trial Lawyers Association

Community Involvement

- City of Cincinnati (*Council Woman*)
- Bankers Club (*Former Member of the Board of Governors*)
- Charter Committee (*Board Member*)
- Cincinnati Youth Collaborative (*Former Gala Committee Member*)
- Cincinnati Business Courier (*Bizwomen Cabinet Member*)
- Delta Gateway Foundation (*Board Member & Former Chair, Marketing Committee*)
- Dress for Success Cincinnati (*Former Board Member*)
- The Links, Inc., Cincinnati Chapter (*Former Co-Chair, International Trends and Services Committee*)
- Miami University (*Black Alumni Advisory Committee*)
- National Underground Railroad Freedom Center (*Former Member, Community Advisory Council*)
- Northern Kentucky University Institute: Advancing Women in Political Leadership (*Former Member, Advisory Committee*)
- Summer Work Experience in Law (SWEL) (*Curriculum Committee*)
- Urban League of Greater Cincinnati (*Former Board Member; Graduate, African-American Leadership Development Program*)
- Village Life Outreach Project: Tanzania, African Brigade (*Former Member, Education Team*)
- YWCA of Greater Cincinnati (*Former Board Member; Former Member, Career Women of Achievement (CWOA); Publicity Committee; Member, Racial Justice Committee; Member, CWOA Mamie Earl Sells Scholarship Committee; Graduate, Rising Star Board Leadership Program*)
- William Grant Still Festival (*Board Member and Chief Legal Consultant, 2008*)

Honors & Distinctions

- Named to Cincinnati Business Courier's "Women Who Mean Business" list (December 2019)
- Named to the Ohio Super Lawyers Rising Stars list (2016-2018)
- YWCA's 2014 Career Women of Achievement Award

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Honors & Distinctions (Cont)

- Leaders of Promise Award, Girl Scouts of Western Ohio (2012)
- MLK Dreamkeeper's Award, Voices of the Valley (2012)
- Miami University Alpha Phi Alpha Fraternity Incorporated, Delta Upsilon, Faculty of the Year Award (2012)
- Applause Magazine's Reach for the Stars (Semi-finalist, 2006)
- YWCA Rising Star (2005)
- Named to *Cincinnati Business Courier* "Top 40 Under 40" (2005)

Admissions

- State of Ohio
- U.S. District Court, Southern District of Ohio